

December 5, 1980
NUMBER 1416.8**Department of Defense Instruction**

ASD(MRA&L)

(2)

SUBJECT Compensation Program for Foreign Nationals

- References: (a) DoD Directive 1400.6, "DoD Civilian Employees in Overseas Areas," February 15, 1980
(b) DoD Instruction 1400.10, "Employment of Foreign Nationals in Foreign Areas," December 5, 1980
(c) DoD Directive 5025.1, "DoD Directives System," October 16, 1980

A. PURPOSE

This Instruction supplements references (a) and (b) and authorizes DoD 1416.8-M, "Department of Defense Manual for Foreign National Compensation," which contains the procedures and instructions for the administration of foreign national compensation.

B. APPLICABILITY AND SCOPE

1. The provisions of this Instruction apply to the Office of the Secretary of Defense, the Military Departments, the Organization of the Joint Chiefs of Staff, the Unified and Specified Commands, and the Defense Agencies (hereafter referred to as "DoD Components").

2. Its provisions shall be used by those DoD Components who have responsibility for fixing compensation and conditions of employment for foreign national employees outside the United States, its territories, and possessions.

C. PROCEDURES

1. The procedures in DoD 1416.8-M represent the best approach to wage determination to satisfy the overall DoD policy objectives. Should there be instances where these procedures do not represent the best approach because of peculiarities of particular local situations, DoD Components may develop an alternative approach provided it satisfies DoD policy requirements.

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2. Alternative procedures must be approved by the Assistant Secretary of Defense (Manpower, Reserve Affairs, and Logistics) (ASD(MRA&L)) before they may be used. Requests for approval to use alternative procedures must demonstrate that the alternative procedures achieve the policy objectives.

3. Once approval is granted to use provisions other than those of DoD 1416.8-M to make wage determinations, any deviations from the approved procedures must be approved by the ASD(MRA&L). These requests shall be processed through channels and include an analysis of all factors bearing upon the request.

D. RESPONSIBILITIES

1. The Assistant Secretary of Defense (Manpower, Reserve Affairs, and Logistics) shall:

a. Develop, publish, and revise DoD 1416.8-M, "Department of Defense Manual for Foreign National Compensation," consistent with DoD Directive 5025.1 (reference (c)).

b. Approve any valid exceptions to the provisions of DoD 1416.8-M, "Department of Defense Manual for Foreign National Compensation."

c. Maintain surveillance over the foreign national compensation program.

2. Heads of DoD Components shall follow the procedures in DoD 1416.8-M or an alternate wage determination methodology approved by the ASD(MRA&L) for foreign national employee compensation.

E. EFFECTIVE DATE AND IMPLEMENTATION

This Instruction is effective immediately. Forward one copy of implementing documents to the Assistant Secretary of Defense (Manpower, Reserve Affairs, and Logistics) within 120 days.



Robert A. Stone
Acting Assistant Secretary of
Defense (MRA&L)



performed

SUPPLEMENTARY

INFORMATION

DEPARTMENT OF DEFENSE DIRECTIVES SYSTEM TRANSMITTAL

NUMBER See Pen Changes Below	DATE November 16, 1994	DISTRIBUTION 1000 series
ATTACHMENTS None		

INSTRUCTIONS FOR RECIPIENTS

Pen changes to the following DoD Issuances are authorized:

<u>DoD Issuance Number and Date</u>	<u>Change Number</u>
<u>DoD Instruction 1000.15, September 22, 1978</u> Section H. Heading. Delete "AND IMPLEMENTATION" Lines 1 through 3. Delete "Forward two copies of implementing regulations to the Assistant Secretary of Defense (Manpower, Reserve Affairs and Logistics) within 120 days."	Change 2
<u>DoD Directive 1020.1, March 31, 1982</u> Section H. Heading. Delete "AND IMPLEMENTATION" Lines 1 through 3. Delete "Forward one copy of implementing documents to the Assistant Secretary of Defense (Manpower, Reserve Affairs, and Logistics) within 120 days."	Change 1
<u>DoD Directive 1205.5, May 16, 1980</u> Section F. Heading. Delete "AND IMPLEMENTATION" Lines 1 through 3. Delete "Forward one copy of implementing documents to the Assistant Secretary of Defense (Manpower, Reserve Affairs, and Logistics) within 120 days."	Change 1

WHEN PRESCRIBED ACTION HAS BEEN TAKEN, THIS TRANSMITTAL SHOULD BE FILED WITH THE BASIC DOCUMENT

NUMBER	DATE	DEPARTMENT OF DEFENSE DIRECTIVES SYSTEM TRANSMITTAL
See Below Pen Changes	November 16, 1994	
INSTRUCTIONS FOR RECIPIENTS (continued)		
<u>DoD Issuance Number and Date</u>		<u>Change Number</u>
<u>DoD Instruction 1205.12, January 15, 1969</u>		Change 1
Section VI.		
Heading. Delete "AND IMPLEMENTATION"		
Lines 1 through 4. Delete "Two (2) copies of implementing instructions issued by the Military Departments shall be furnished to the Assistant Secretary of Defense (M&RA) within sixty (60) days."		
<u>DoD Directive 1205.14, November 11, 1974 (Reprint)</u>		Change 1
Section IV.		
Heading. Delete "AND IMPLEMENTATION"		
Lines 1 through 4. Delete "Two copies of implementing documents shall be forwarded to the Assistant Secretary of Defense (Manpower and Reserve Affairs) within 90 days."		
<u>DoD Directive 1205.17, June 20, 1985</u>		Change 1
Section F.		
Heading. Delete "AND IMPLEMENTATION"		
Lines 1 through 3. Delete "Forward two copies of implementing documents to the Assistant Secretary of Defense (Reserve Affairs) within 120 days."		
<u>DoD Directive 1215.13, June 30, 1979</u>		Change 2
Section G.		
Heading. Delete "AND IMPLEMENTATION"		
Lines 1 through 4. Delete "Forward two copies of implementing documents to the Assistant Secretary of Defense (Manpower, Reserve Affairs, and Logistics) within 120 days for review and approval prior to issuance."		
<u>DoD Directive 1215.14, February 4, 1975</u>		Change 3
Section IV.		
Heading. Delete "AND IMPLEMENTATION"		
Subsection B. Delete in its entirety.		
<u>DoD Directive 1304.23, February 15, 1984</u>		Change 1
Section G.		
Heading. Delete "AND IMPLEMENTATION"		
Lines 1 through 3. Delete "Forward one copy of implementing documents to the Assistant Secretary of Defense (Manpower, Installations, and Logistics) within 120 days."		
2		

NUMBER	DATE	DEPARTMENT OF DEFENSE DIRECTIVES SYSTEM TRANSMITTAL
See Below Pen Changes	November 16, 1994	INSTRUCTIONS FOR RECIPIENTS (continued)

DoD Issuance Number and Date

Change Number

DoD Directive 1312.2, October 4, 1989

Change 1

Section G.

Heading. Delete "AND IMPLEMENTATION"
Lines 2 through 4. Delete "Forward two copies of implementing documents to the Assistant Secretary of Defense (Health Affairs) within 120 days."

DoD Directive 1320.5, July 26, 1978

Change 2

Section F.

Heading. Delete "AND IMPLEMENTATION"
Lines 1 through 3. Delete "Forward one copy of each implementing document to the Assistant Secretary of Defense (MRA&L) within 120 days."

DoD Instruction 1322.20, March 14, 1991

Change 1

Section H.

Heading. Delete "AND IMPLEMENTATION"
Lines 1 through 3. Delete "Forward two copies of implementing documents to the Assistant Secretary of Defense (Force Management and Personnel) within 120 days."

DoD Directive 1325.6, September 12, 1969

Change 3

Section IV.

Heading. Delete "AND IMPLEMENTATION"
Lines 1 through 3. Delete "Two (2) copies of implementing regulations shall be forwarded to the Assistant Secretary of Defense (Manpower and Reserve Affairs) within ninety (90) days."

DoD Instruction 1330.7, April 26, 1974

Change 3

Section V.

Heading. Delete "AND IMPLEMENTATION"
Lines 1 through 3. Delete "Two copies of implementing instructions shall be forwarded to the Assistant Secretary of Defense (Manpower, Reserve Affairs and Logistics) within 60 days."

DoD Directive 1338.5, August 13, 1980

Change 2

Section F.

Heading. Delete "AND IMPLEMENTATION"
Lines 1 through 3. Delete "Forward two copies of implementing documents to the Assistant Secretary of Defense (Manpower, Reserve Affairs, and Logistics) within 120 days."

NUMBER See Below Pen Changes	DATE November 16, 1994	DEPARTMENT OF DEFENSE DIRECTIVES SYSTEM TRANSMITTAL
INSTRUCTIONS FOR RECIPIENTS (continued)		
<u>DoD Issuance Number and Date</u>		<u>Change Number</u>
<u>DoD Directive 1344.3, February 1, 1978</u>		Change 1
Section D. Heading. Delete "AND IMPLEMENTATION" Lines 1 through 3. Delete "Forward two copies of implementing regulations to the Assistant Secretary of Defense (Manpower, Reserve Affairs, and Logistics) within 60 days."		
<u>DoD Instruction 1400.10, December 5, 1980</u>		Change 2
Section F. Heading. Delete "AND IMPLEMENTATION" Lines 1 through 3. Delete "Forward one copy of implementing documents to the Assistant Secretary of Defense (Manpower, Reserve Affairs, and Logistics) within 120 days."		
<u>DoD Instruction 1400.11, February 8, 1980</u>		Change 2
Section D. Heading. Delete "AND IMPLEMENTATION" Lines 1 through 3. Delete "Forward one copy of implementing documents to the Assistant Secretary of Defense (Manpower, Reserve Affairs, and Logistics) within 120 days."		
<u>DoD Directive 1400.13, July 8, 1976</u>		Change 1
Section VI. Heading. Delete "AND IMPLEMENTATION" Lines 1 through 3. Delete "Two copies of implementing regulations shall be forwarded to the ASD(M&RA) within 60 days."		
<u>DoD Directive 1400.16, October 30, 1970</u>		Change 2
Section VIII. Heading. Delete "AND IMPLEMENTATION" Paragraph B. Delete in its entirety.		
<u>DoD Directive 1400.25, January 24, 1978</u>		Change 1
Section E. Heading. Delete "AND IMPLEMENTATION" Lines 1 through 3. Delete "Forward two copies of implementing documents to the ASD(MRA&L) and one copy to the ASD(C) within 60 days."		
<u>DoD Instruction 1400.32, January 15, 1987</u>		Change 1
Section G. Heading. Delete "AND IMPLEMENTATION" Lines 1 through 3. Delete "Forward two copies of implementing documents to the Assistant Secretary of Defense (Force Management and Personnel) within 60 days."		

NUMBER See Below Pen Changes	DATE November 16, 1994	DEPARTMENT OF DEFENSE DIRECTIVES SYSTEM TRANSMITTAL
INSTRUCTIONS FOR RECIPIENTS (continued)		
<u>DoD Issuance Number and Date</u>		<u>Change Number</u>
<u>DoD Directive 1400.34, December 15, 1988</u>		Change 2
Section F. Heading. Delete "AND IMPLEMENTATION" Lines 1 through 5. Delete "The Military Departments shall forward one copy of implementing documents to the Assistant Secretary of Defense (Force Management and Personnel) within 60 days of receipt of DoD 1400.34-M, "DoD Civilian Intelligence Personnel Management System (CIPMS) Procedures."		
<u>DoD Directive 1402.1, January 21, 1982</u>		Change 3
Section F. Heading. Delete "AND IMPLEMENTATION" Lines 1 through 3. Delete "Forward two copies of implementing documents to the Assistant Secretary of Defense (Manpower, Reserve Affairs, and Logistics) within 120 days."		
<u>DoD Instruction 1412.3, December 8, 1971</u>		Change 2
Section V. Heading. Delete "AND IMPLEMENTATION" Lines 1 through 4. Delete "Two copies of each implementing document will be forwarded to the Assistant Secretary of Defense (Manpower and Reserve Affairs) within ninety (90) days."		
<u>DoD Instruction 1416.4, March 4, 1963</u>		Change 2
Section VIII. Heading. Change "IMPLEMENTATION" to "EFFECTIVE DATE" Subsection A. Delete in its entirety. Subsection B. Redesignate paragraph "B." as paragraph "A."		
<u>DoD Instruction 1416.8, December 5, 1980</u>		Change 1
Section E. Heading. Delete "AND IMPLEMENTATION" Lines 1 through 4. Delete "Forward one copy of implementing documents to the Assistant Secretary of Defense (Manpower, Reserve Affairs, and Logistics) within 120 days."		
<u>DoD Instruction 1418.2, May 5, 1969</u>		Change 4
Section VII. Heading. Delete "IMPLEMENTATION AND" Lines 1 through 4. Delete "Two copies of implementing instructions and revisions thereto will be furnished to the to the Assistant Secretary of Defense (Manpower and Reserve Affairs) within 60 days."		

NUMBER	DATE	DEPARTMENT OF DEFENSE DIRECTIVES SYSTEM TRANSMITTAL
See Below Pen Changes	November 16, 1994	

INSTRUCTIONS FOR RECIPIENTS (continued)

DoD Issuance Number and Date

Change Number

DoD Instruction 1422.1, October 31, 1967 (Reprint)

Change 1

Section VI.

Heading. Delete "AND IMPLEMENTATION"

Lines 1 through 4. Delete "Two copies of implementing regulations issued by the DoD components will be forwarded to the Assistant Secretary of Defense (Comptroller) within 90 days."

DoD Instruction 1424.3, January 28, 1980

Change 1

Section E.

Heading. Delete "AND IMPLEMENTATION"

Lines 1 through 3. Delete "Forward one copy of implementing documents to the Assistant Secretary of Defense (Manpower, Reserve Affairs, and Logistics) within 120 days."

DoD Directive 1430.2, June 13, 1981

Change 1

Section E.

Heading. Delete "AND IMPLEMENTATION"

Lines 1 through 3. Delete "Forward two copies of implementing documents to the Assistant Secretary of Defense (Manpower, Reserve Affairs, and Logistics) within 120 days."

DoD Directive 1430.4, January 30, 1985

Change 1

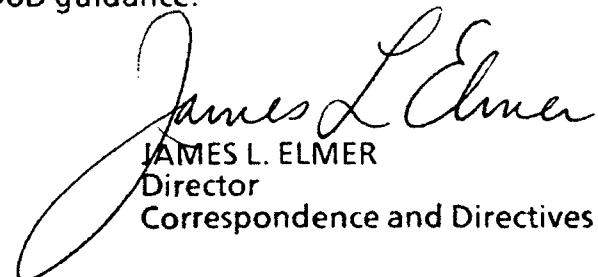
Section E.

Heading. Delete "AND IMPLEMENTATION"

Lines 1 through 3. Delete "Forward two copies of implementing documents to the Assistant Secretary of Defense (Manpower, Installations, and Logistics) within 120 days."

EFFECTIVE DATE

The above pen changes are effective immediately. Although the pen changes remove the requirement for DoD Components to issue implementing documents, the DoD issuances are directly applicable to all elements with the Components and the Heads of the DoD Components are responsible for carrying out the DoD guidance.



JAMES L. ELMER
Director
Correspondence and Directives